

Staff Summary Report



To: Mayor & City Council
Through: City Manager

Agenda Item Number 42
Meeting Date: 3/22/01

SUBJECT: ADDITIONAL CONTRACT FUNDS FOR PACIFIC INSTITUTE

PREPARED BY: Renée Hancotte, Management Assistant I (480-350-8333)

REVIEWED BY: Dave Fackler, Development Services Manager (480-350-8530)

BRIEF: Request approval to exceed the original contract amount of the Pacific Institute organizational effectiveness and productivity training through the end of this fiscal year.

COMMENTS: **PURCHASE CONTRACT (1004-01) BID #00-061-01**
Request approval to exceed the original amount contract amount of the Pacific Institute organizational effectiveness and productivity training by \$14,000 through the end of this fiscal year.

Document Name: (20010322devsrh01) Supporting Documents: Yes

SUMMARY: This is a request for authorization for additional funding of \$14,000 which would bring the contract total to \$44,000. This additional funding would complete the Department's personal and organizational effectiveness and productivity training by making the Pacific Institute training available to the remainder of the Development Services Department employees.

RECOMMENDATION: Approval of additional funds.

FISCAL NOTE: \$40,000 in previously approved carryover funding from fiscal year 1999-2000 plus \$4,000 in current year salary savings will cover the requested \$44,000.

City of Tempe
FY 00-01 Request for Personal Services Carryforward Savings

Department: **Development Services**
Division: **Administration**
Cost Center: **2710**

Request Title: **Development Services Organizational Consultants**

Are there any recurring costs associated with this request?

Yes ☐

No ☒

****Request Justification****

Provide a brief overview of the request

In FY 1999-2000, the department initiated an organizational team building effort using the consultant firms of Pacific Institute and Sue Drury. This has created a new awareness of leadership issues and team interactions. Follow-on efforts in FY 2000-2001 are anticipated to be necessary to cement the benefits of this program.

****Non-Capital Requests Only****

Describe anticipated results from this program request and include measurement indicators

The expected result is a culture shift from a dependent culture to a constructive culture. This kind of change does not happen in a few months, but the long term effects are significant. A measurement tool ("Leadership Impact Survey") has already been used and will provide a baseline. Future surveys will be able to show the extent of culture change that has occurred.

Cost Center	Account	Amount
2751	6010	\$30,000
2722	6010	\$10,000

Request Total

\$40,000

Department Contact: **Randy Hurlburt**

Extension #: **8530**

****Authorized Signature****

Department Head	Budget Office	Management Services Director
		